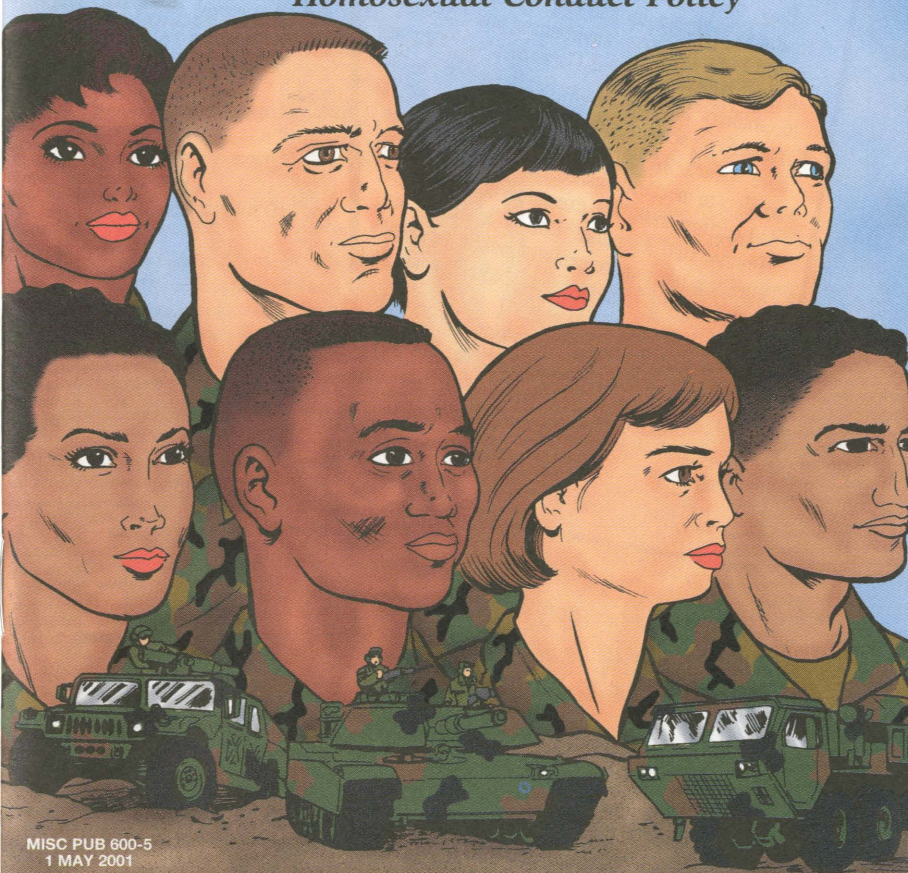


DIGNITY & RESPECT

*A Training Guide On
Homosexual Conduct Policy*





Success in the Army depends on teamwork. Teamwork flows from trust and confidence between soldiers, leaders and subordinates, and within units. Without trust, cohesion and morale in your unit will suffer.

Each soldier deserves and should expect fair treatment with dignity and respect. Soldiers should expect a safe and secure environment and the support of their chain of command. Harassment of, or threats to, soldiers for any reason has no place in the Army. Such acts are inconsistent with the Army's core values. In exchange, the Army expects soldiers to meet established standards of conduct and performance. The execution of the Army's Homosexual Conduct Policy is based on fulfilling the requirements of public law and sustaining the trust between soldiers, leaders and units.

The purpose of this magazine is to help soldiers and leaders understand the "Don't Ask; Don't Tell" policy. Such understanding is essential to unit cohesion and high performance.

Our mission is to comply with the law that prohibits homosexual conduct while at the same time respecting the privacy and dignity of every soldier.

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This magazine is designed to help you understand the Army's Homosexual Conduct Policy and the rights of soldiers and actions of the commander under this policy. It provides examples of the policy in action and includes frequently asked questions and answers.

The sponsor for this publication is the Assistant Secretary of the Army for Manpower and Reserve Affairs, Department of the Army.

Getting Started...

GOOD MORNING, SOLDIERS, I'M MAJOR RIVERS. TODAY'S TRAINING, DIGNITY AND RESPECT, IS PART OF THE ARMY'S EFFORT TO GET THE WORD OUT ABOUT THE HOMOSEXUAL CONDUCT POLICY.

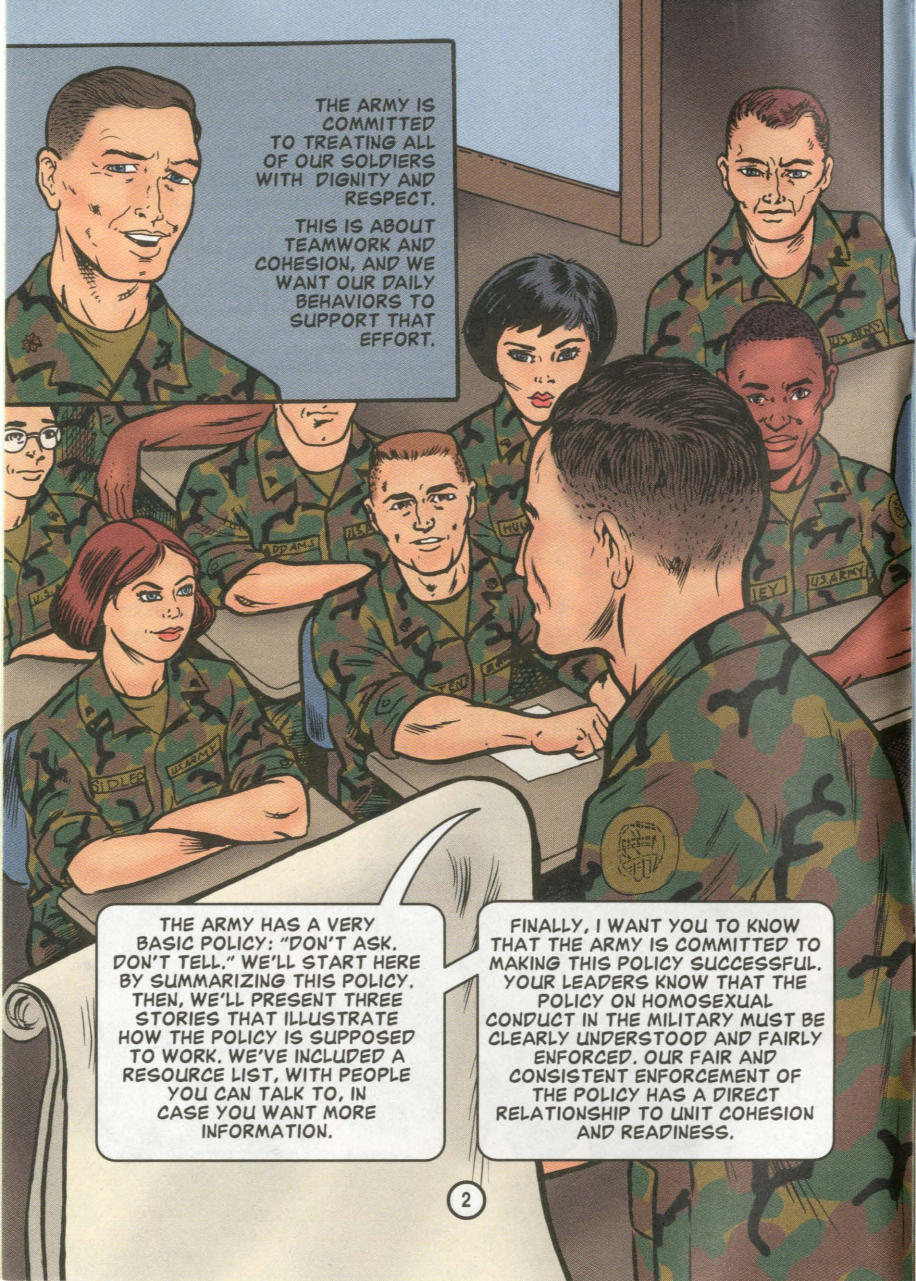
THE TOPICS WE ARE GOING TO COVER ARE LISTED ON THIS CHART.

DIGNITY AND RESPECT

Today's training...

1. CONDUCT
2. ADMISSION
3. HARASSMENT

A Training Guide on the
Homosexual Conduct Policy



THE ARMY IS
COMMITTED
TO TREATING ALL
OF OUR SOLDIERS
WITH DIGNITY AND
RESPECT.

THIS IS ABOUT
TEAMWORK AND
COHESION, AND WE
WANT OUR DAILY
BEHAVIORS TO
SUPPORT THAT
EFFORT.

THE ARMY HAS A VERY
BASIC POLICY: "DON'T ASK.
DON'T TELL." WE'LL START HERE
BY SUMMARIZING THIS POLICY.
THEN, WE'LL PRESENT THREE
STORIES THAT ILLUSTRATE
HOW THE POLICY IS SUPPOSED
TO WORK. WE'VE INCLUDED A
RESOURCE LIST, WITH PEOPLE
YOU CAN TALK TO, IN
CASE YOU WANT MORE
INFORMATION.

FINALLY, I WANT YOU TO KNOW
THAT THE ARMY IS COMMITTED TO
MAKING THIS POLICY SUCCESSFUL.
YOUR LEADERS KNOW THAT THE
POLICY ON HOMOSEXUAL
CONDUCT IN THE MILITARY MUST BE
CLEARLY UNDERSTOOD AND FAIRLY
ENFORCED. OUR FAIR AND
CONSISTENT ENFORCEMENT OF
THE POLICY HAS A DIRECT
RELATIONSHIP TO UNIT COHESION
AND READINESS.




Summary of CURRENT ARMY POLICY

Army Regulation 600-20 Army Command Policy

Chapter 4-19 defines the Army's Homosexual Conduct Policy.

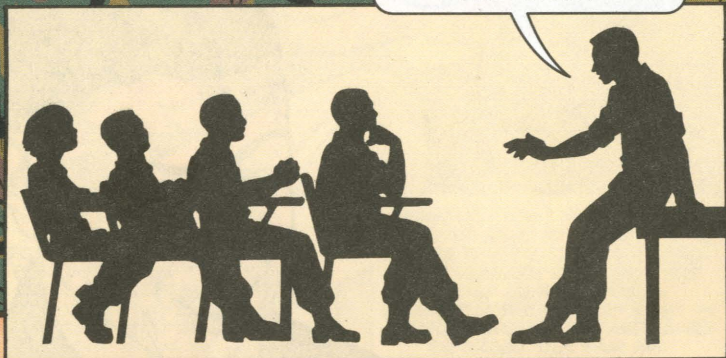
- The policy implements Sections 654 of Title 10, United States Code and states that suitability to serve in the Army is based on conduct and the ability to meet required standards of duty performance and discipline.
- The Army defines homosexual conduct as:
 - an act or a statement by a soldier that demonstrates a propensity or intent to engage in homosexual acts,
 - the solicitation of another to engage in a homosexual act or acts, or
 - a homosexual marriage or attempted marriage.





SIR, I HAVE
A QUESTION. WHAT
EXACTLY DOES "DON'T
ASK" MEAN?

"DON'T ASK" MEANS THAT A
SOLDIER WILL NOT BE ASKED
TO DIVULGE OR DISCUSS
THEIR SEXUAL ORIENTATION
UNLESS THERE IS CREDIBLE
INFORMATION OF
HOMOSEXUAL CONDUCT.
LET ME ALSO SAY, A
PERSON'S SEXUAL
ORIENTATION IS CONSIDERED
A PERSONAL AND PRIVATE
MATTER. SOLDIERS
SHOULDN'T GO AROUND
ASKING EACH OTHER ABOUT
THEIR SEXUAL PREFERENCE.
SEXUAL ORIENTATION IS NOT
A BAR TO MILITARY SERVICE
UNLESS IT'S MANIFESTED BY
HOMOSEXUAL CONDUCT...
...WHICH LEADS TO MY
FIRST STORY.



Conduct...

THIS IS A STORY ABOUT HOMOSEXUAL CONDUCT. WHEN YOU'RE FINISHED READING THIS, YOU'LL BE ABLE TO:

- DEFINE CREDIBLE INFORMATION
- EXPLAIN THE PROCESS FOR INVESTIGATING AN ALLEGATION WHEN THE INFORMATION IS DETERMINED TO BE CREDIBLE
- EXPLAIN THE ROLE OF THE COMMANDER AND THE CHAIN OF COMMAND IN EXECUTING THE ARMY'S HOMOSEXUAL CONDUCT POLICY, AND
- EXPLAIN THE RIGHTS OF AN ACCUSED SOLDIER.



GOTTA
MINUTE,
SIR?

CERTAINLY,
1SG, COME IN.

SIR, I HAVE
SOMETHING PRETTY
IMPORTANT TO TALK
TO YOU ABOUT.

SIR, SERGEANTS HALL AND JOHNSON
JUST CAME TO SEE ME. THEY
APPARENTLY WITNESSED
A HOMOSEXUAL ACT
INVOLVING PFC HOWARD
AND A SOLDIER FROM
AN OTHER UNIT.

OK, 1SG,
WHAT'VE
YOU GOT?

WHY DON'T YOU
TELL ME WHAT
THEY SAW.

AFTER THE 1SG RELAYS THE SERGEANTS' STORY REGARDING THE HOMOSEXUAL ACT THEY WITNESSED...

YOU'RE RIGHT 1SG,
THIS IS BOTH IMPORTANT
AND SENSITIVE.
I'D LIKE TO TALK TO
SERGEANTS HALL
AND JOHNSON IMMEDIATELY.
THEN I'LL NEED TO TALK WITH
THE BATTALION COMMANDER
AND CONSULT WITH
THE SJA.

AFTER TALKING TO THE TWO NCOs, THE COMMANDER
FEELS FURTHER ACTIONS ARE NECESSARY. HE DECIDES
TO CALL THE BATTALION COMMANDER AND INFORM HER
OF THE INFORMATION HE HAS GATHERED.

GOT TO CALL
THE BATTALION
COMMANDER,
LTC NICHOLS.

AFTER FILLING HER IN...

THANK YOU, MA'AM. I'LL CONTACT THE SJA
RIGHT AWAY. I'LL UPDATE YOU WHEN I SEE YOU LATER
TODAY. I WILL ALSO INFORM THE COMMANDER
OF THE OTHER SOLDIER AND PROVIDE HIM WITH
COPIES OF MY NCOs' STATEMENTS.

LATER, CAPTAIN BRIGGS
DIALS AGAIN.

MAJOR
JUAREZ,
PLEASE

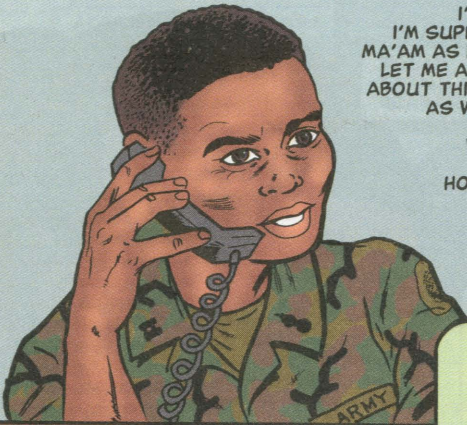
OFFICE OF THE
SJA, MAJOR
JUAREZ, SIR.

MA'AM, THIS IS CAPTAIN
BRIGGS OF THE 363RD
COMPANY. WE'VE HAD AN
ALLEGED INCIDENT IN THE
BARRACKS INVOLVING ONE
OF MY SOLDIERS IN A
HOMOSEXUAL ACT. THIS
WAS REPORTED TO MY 1SG
BY TWO OF MY NCOs.

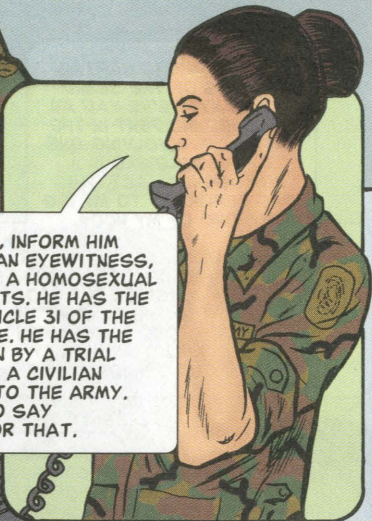
I'VE BEEN LOOKING OVER THE AR,
AS WELL AS THE NCOs' STATEMENTS.
I CERTAINLY CONSIDER THE NCOs
WHO REPORTED THE INCIDENT TO
BE RELIABLE. IT LOOKS TO ME LIKE I'LL
HAVE TO CONDUCT AN INQUIRY.
IS THAT YOUR OPINION ALSO?

CAPTAIN, YOU'RE QUITE RIGHT. UNDER THE
HOMOSEXUAL CONDUCT POLICY, *CREDIBLE*
INFORMATION IS DEFINED AS A STATEMENT
BY A RELIABLE PERSON. THAT PERSON MAY
HAVE OBSERVED A SOLDIER ENGAGED IN
A HOMOSEXUAL ACT AS YOUR SERGEANTS
APPARENTLY DID, OR OVERHEARD THE
SOLDIER ADMITTING TO BE HOMOSEXUAL.


AS LONG AS YOU CONSIDER THE
INFORMATION TO BE RELIABLE,
THEN YOU HAVE *CREDIBLE*
INFORMATION. AS COMMANDER,
YOU ARE RESPONSIBLE FOR AN
INQUIRY FOR THIS TYPE
OF INCIDENT. HAVE YOU
DISCUSSED IT WITH YOUR
BATTALION COMMANDER?



I'VE TALKED WITH HER EARLIER AND I'M SUPPOSED TO SEE HER LATER TODAY. MA'AM AS LONG AS I HAVE YOU ON THE LINE, LET ME ASK YOU A COUPLE OF QUESTIONS ABOUT THIS INQUIRY. I REVIEWED AR 600-20 AS WELL AS THE STATEMENTS OF THE NCOs. I NOW PLAN TO SPEAK WITH PFC HOWARD. I KNOW I CAN'T ASK HIM IF HE IS A HOMOSEXUAL. HOW SHOULD I DO THIS CORRECTLY?



WHEN YOU SPEAK TO PFC HOWARD, INFORM HIM THAT, BASED ON THE STATEMENT OF AN EYEWITNESS, HE WAS ALLEGEDLY SEEN ENGAGED IN A HOMOSEXUAL ACT. BE SURE TO READ HIM HIS RIGHTS. HE HAS THE FULL RANGE OF RIGHTS, UNDER ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE. HE HAS THE RIGHT TO LEGAL REPRESENTATION BY A TRIAL DEFENSE SERVICE ATTORNEY OR A CIVILIAN ATTORNEY RETAINED AT NO COST TO THE ARMY. HE ALSO HAS THE RIGHT TO SAY NOTHING, SO BE PREPARED FOR THAT.



BY THE WAY, WHAT ARE YOU DOING ABOUT THE OTHER SOLDIER INVOLVED IN THE INCIDENT?

I'VE NOTIFIED THE SOLDIER'S COMPANY COMMANDER. THANKS FOR THE HELP, MA'AM. I'M SURE WE'LL BE TALKING AGAIN SOON.

THE NEXT DAY, IN THE
COMMANDER'S OFFICE...

SIR, PFC
HOWARD
REPORTING
AS ORDERED.

PFC HOWARD,
I'VE RECEIVED
A REPORT
THAT YOU WERE
SEEN ENGAGING
IN A HOMOSEXUAL
ACT. I CONSIDER
THIS INFORMATION
TO BE CREDIBLE.

I'LL BE
CONDUCTING AN
INQUIRY AND
WOULD LIKE TO
ASK YOU SOME
QUESTIONS. BUT
FIRST I MUST
INFORM YOU
OF YOUR RIGHTS
UNDER
ARTICLE 31...

DO YOU
UNDERSTAND
YOUR RIGHTS
AS I
EXPLAINED
THEM?

YES, SIR, I DO.
BUT I DON'T
UNDERSTAND
WHAT THIS IS
ABOUT.

AS I SAID, I RECEIVED A REPORT THAT
YOU AND ANOTHER MALE WERE SEEN
ENGAGING IN A HOMOSEXUAL ACT IN
THE BARRACKS YESTERDAY.

SIR, I WOULD
LIKE TO TALK TO
A DEFENSE COUNSEL
BEFORE MAKING ANY
FURTHER STATEMENT.

FINE, PFC HOWARD, I UNDERSTAND. THE ISG WILL
ASSIST YOU TO GET AN APPOINTMENT WITH AN ATTORNEY.
BY THE WAY, IF YOU NEED TO TALK WITH SOMEONE ELSE,
THE ONLY OTHER PERSON YOU CAN TALK TO IN CONFIDENCE
IS THE CHAPLAIN. LET THE ISG KNOW IF YOU WANT
AN APPOINTMENT WITH HIM, TOO.

SOON AFTER PFC HOWARD LEAVES...

MA'AM, I WANTED TO
GIVE YOU AN UPDATE ON
PFC HOWARD'S CASE.

GOOD, HOW IS
IT GOING?

VERY
GOOD, CAPTAIN,
THANKS FOR THE
UPDATE.

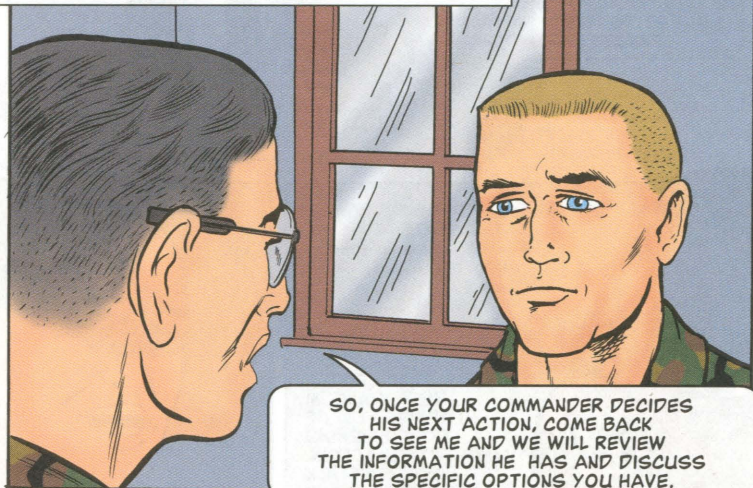
WELL, AS YOU SAID, PFC HOWARD DECIDED
NOT TO MAKE A STATEMENT. HE'S CONTACTING
MILITARY COUNSEL THROUGH THE ISG.

A FEW DAYS LATER,
PFC HOWARD CONSULTS WITH
A TRIAL DEFENSE ATTORNEY

SIR, CAN YOU EXPLAIN THE PROCESS
AND WHAT WILL HAPPEN TO ME?

SURE, FIRST LET ME COVER THE POSSIBLE
ACTIONS YOUR COMMANDER COULD TAKE AND
POTENTIAL DISCHARGES YOU COULD RECEIVE
IF YOU WERE INVOLVED WITH
HOMOSEXUAL CONDUCT.

AFTER DISCUSSING THE POTENTIAL RESULTS WITH PFC HOWARD, THE TRIAL DEFENSE ATTORNEY ADVISES HIM ON HIS POSSIBLE OPTIONS...



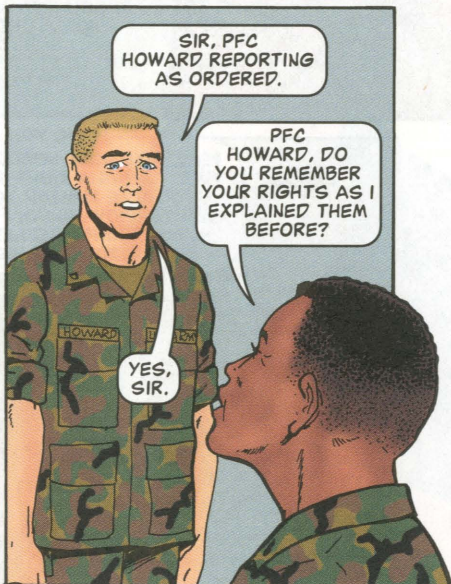
SO, ONCE YOUR COMMANDER DECIDES HIS NEXT ACTION, COME BACK TO SEE ME AND WE WILL REVIEW THE INFORMATION HE HAS AND DISCUSS THE SPECIFIC OPTIONS YOU HAVE.

LATER THAT WEEK...



PFC HOWARD TO SEE YOU, SIR.

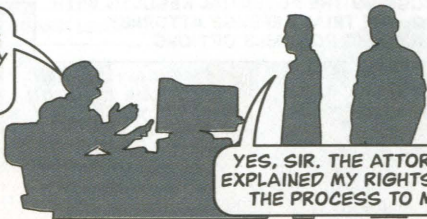
FINE. PLEASE BRING HIM IN AND JOIN US.



SIR, PFC HOWARD REPORTING AS ORDERED.

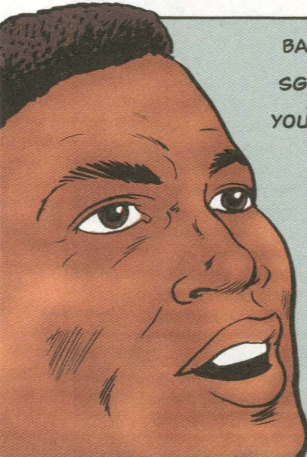
PFC HOWARD, DO YOU REMEMBER YOUR RIGHTS AS I EXPLAINED THEM BEFORE?

YES, SIR.




I UNDERSTAND
YOU HAD A CHANCE
TO TALK TO MILITARY
COUNSEL. IS THIS
CORRECT?

YES, SIR. THE ATTORNEY
EXPLAINED MY RIGHTS AND
THE PROCESS TO ME.

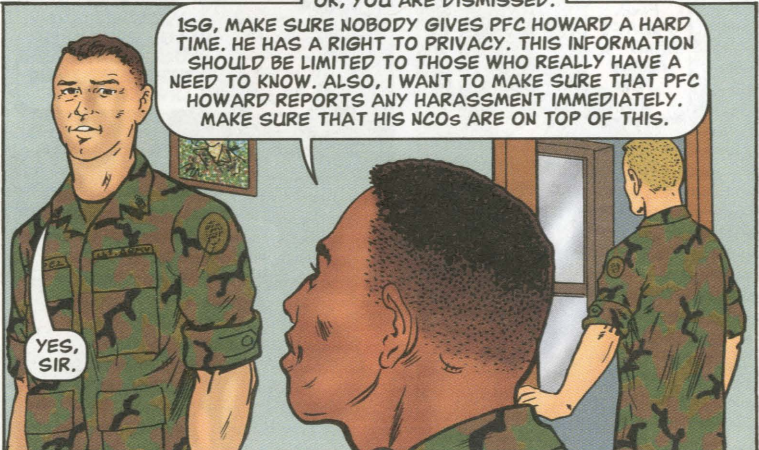


BASED ON MY REVIEW OF
THE STATEMENTS BY
SGTs HALL AND JOHNSON
AND DISCUSSION WITH
YOUR CHAIN OF COMMAND,
I HAVE DECIDED TO
RECOMMEND THE
INITIATION OF
SEPARATION ACTION.
YOU WILL RECEIVE A
MEMORANDUM
NOTIFYING YOU OF
THE CONVENING
AUTHORITY'S ACTION.
YOU MAY TALK
TO YOUR MILITARY
COUNSEL ABOUT
YOUR OPTIONS.
WOULD YOU
LIKE TO DISCUSS IT
AT THIS TIME?



NO, SIR, I THINK
I WILL SEE MY
MILITARY COUNSEL
BEFORE I TALK ABOUT IT.

OK, YOU ARE DISMISSED.



ISG, MAKE SURE NOBODY GIVES PFC HOWARD A HARD
TIME. HE HAS A RIGHT TO PRIVACY. THIS INFORMATION
SHOULD BE LIMITED TO THOSE WHO REALLY HAVE A
NEED TO KNOW. ALSO, I WANT TO MAKE SURE THAT PFC
HOWARD REPORTS ANY HARASSMENT IMMEDIATELY.
MAKE SURE THAT HIS NCOs ARE ON TOP OF THIS.

YES,
SIR.

A FEW WEEKS PASS...

1SG, I JUST RECEIVED WORD THAT PFC HOWARD'S DISCHARGE HAS BEEN APPROVED.

WE JUST WANT TO MAKE SURE THAT HOWARD'S PAPERWORK GETS FINISHED AND THAT HE OUTPROCESSES WITHOUT ANY HASSLE FROM THE OTHER SOLDIERS. LET'S KEEP A CLOSE EYE ON THIS, 1SG. HE IS STILL ONE OF OUR SOLDIERS.

YOU MAY ASK—
WHAT IS CREDIBLE
INFORMATION?

READ THIS.
I HOPE IT HELPS.

What Is Credible Information?

1. A statement by a reliable person that he or she observed or heard a soldier engage in a homosexual act, or state that he or she was a homosexual or bisexual, or state that he or she had married or attempted to marry a member of the same sex.
2. A statement by a reliable person that he or she had observed or discovered a soldier saying or putting in writing a statement acknowledging a homosexual act or the intent to engage in a homosexual act.

Questions & Answers

After the briefing session on Conduct, the soldiers were encouraged to ask questions. Here are a few:



WHAT IS A "RELIABLE PERSON"?


THE COMMANDER MUST JUDGE WHETHER THE PERSON MAKING THE REPORT IS RELIABLE.

THE COMMANDER MAY ASK QUESTIONS LIKE THESE:


HAS THE PERSON PROVIDED INACCURATE REPORTS IN THE PAST?

DOES THE CHAIN OF COMMAND TRUST HIM TO PROVIDE ACCURATE INFORMATION?

IS THERE ANY REASON FOR HIM TO SUBMIT A FALSE REPORT?



IF SOMEONE IS ACCUSED OF BEING A HOMOSEXUAL, DOES THAT ALWAYS MEAN THERE WILL BE AN INVESTIGATION OR INQUIRY?



NO, UNDER DOD AND ARMY POLICY JUST THE FACT THAT A PERSON IS SAID OR PERCEIVED TO BE A HOMOSEXUAL DOES NOT AUTOMATICALLY CONSTITUTE CREDIBLE INFORMATION OR JUSTIFY AN INVESTIGATION OR INQUIRY.

Admission...

IN THIS STORY, YOU'LL LEARN HOW TO...

- EXPLAIN THE ROLE OF THE CHAPLAIN
- STATE WHO A SOLDIER CAN TALK TO IN CONFIDENCE, AND
- EXPLAIN THE CONSEQUENCES OF A SOLDIER ADMITTING HE/SHE IS A HOMOSEXUAL.

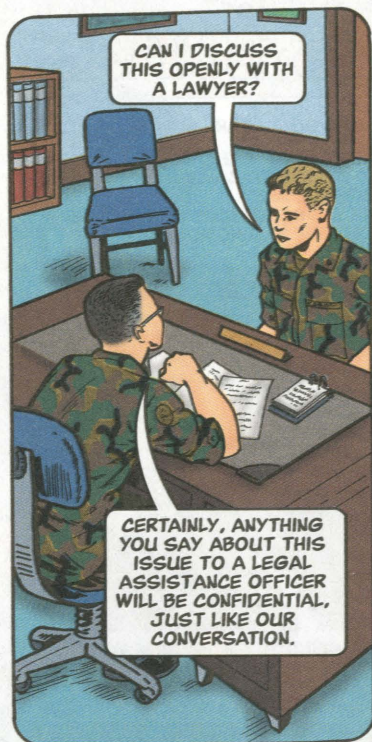
CHAPLAIN, OVER THE LAST FEW WEEKS WE'VE TALKED A LOT. I'VE TRIED TO EXPLAIN MY CONFUSION ABOUT MY SEXUAL ORIENTATION AND I HOPE YOU UNDERSTAND MY NEED TO BE HONEST ABOUT IT. I'VE DONE A LOT OF SOUL SEARCHING AND FINALLY DECIDED THAT I HAVE TO TELL THE COMMANDER.

OFFICE OF
THE CHAPLAIN
CHAPLAIN
(CPT) AYERS

THAT IS A SERIOUS DECISION. IF YOU DO DECIDE TO TALK TO YOUR COMMANDER, SHE MAY HAVE TO DISCHARGE YOU FOR HOMOSEXUAL CONDUCT UNDER AR 600-20.

BUT SIR, I WANT TO STAY IN THE ARMY. I FEEL I'M A GOOD SOLDIER, I LIKE MY DUTY, AND HAD PLANNED TO MAKE IT MY CAREER.

THAT REALLY MAKES THIS A VERY COMPLICATED SITUATION. YOU REALLY SHOULD TALK TO A LAWYER TO DISCUSS THE PROCEDURES AND OPTIONS. OF COURSE, I WILL BE HAPPY TO CONTINUE TO TALK WITH YOU ON THIS OR ANY OTHER ISSUES YOU MAY WISH TO DISCUSS.



CAN I DISCUSS
THIS OPENLY WITH
A LAWYER?

CERTAINLY, ANYTHING
YOU SAY ABOUT THIS
ISSUE TO A LEGAL
ASSISTANCE OFFICER
WILL BE CONFIDENTIAL,
JUST LIKE OUR
CONVERSATION.

SPEAKING OF CONFIDENTIALITY,
YOU SHOULD KNOW THAT WITH
LIMITED EXCEPTIONS ANYTHING
YOU SAY TO AN ARMY
HEALTH PROFESSIONAL,
INCLUDING A MENTAL
HEALTH PROFESSIONAL,
IS NOT AUTOMATICALLY
CONFIDENTIAL.



ONLY MY LAWYER AND A CHAPLAIN WILL BE ABLE
TO KEEP MY CONVERSATIONS PRIVATE, SIR?

THAT'S RIGHT.

OK SIR,
THANK YOU
FOR LISTENING.

A FEW DAYS LATER...



MA'AM, CAN I TALK TO YOU?

SURE. IS IT OK IF THE ISG STAYS?

YES, MA'AM.

WHAT'S ON YOUR MIND, SERGEANT WILLIAMS?

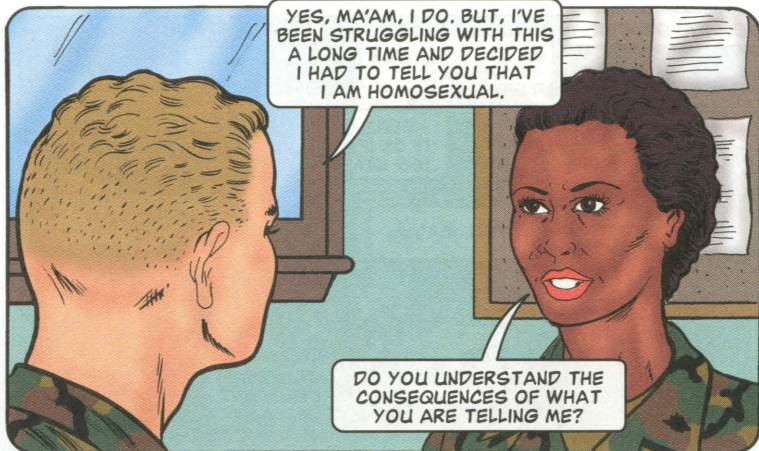
MA'AM I HAVE BEEN TALKING TO CHAPLAIN AYERS OVER THE PAST FEW WEEKS AND I THINK THAT I MAY BE HOMOSEXUAL. . .

STOP RIGHT THERE.

YES MA'AM, I UNDERSTAND. I HAVE ALREADY TALKED WITH A LEGAL ASSISTANCE OFFICER AS WELL.

BEFORE YOU GO ANY FURTHER, I WANT TO BE SURE YOU UNDERSTAND THAT, UNDER THE HOMOSEXUAL CONDUCT POLICY, SAYING YOU'RE HOMOSEXUAL CAN BE A BASIS FOR DISCHARGE. YOU MAY ALSO WANT TO TALK TO A LEGAL ASSISTANCE OFFICER ABOUT THIS MATTER.

DO YOU UNDERSTAND THE ARMY'S HOMOSEXUAL CONDUCT POLICY?



YES, MA'AM, I NEEDED TO LET YOU KNOW AND I DO UNDERSTAND THE CONSEQUENCES OF MY ACTIONS.







SO WHAT ARE
YOU GOING TO
DO MA'AM?

BASED ON WILLIAMS' STATEMENT, I
MAY HAVE TO INITIATE DISCHARGE
PROCEDURES. BUT FIRST, I'VE GOT
TO CONTACT THE BATTALION COMMANDER
AND THEN GET ADVICE FROM SJA.

CPT SMITH
CALLS THE
BATTALION
COMMANDER
AND THEN SJA...

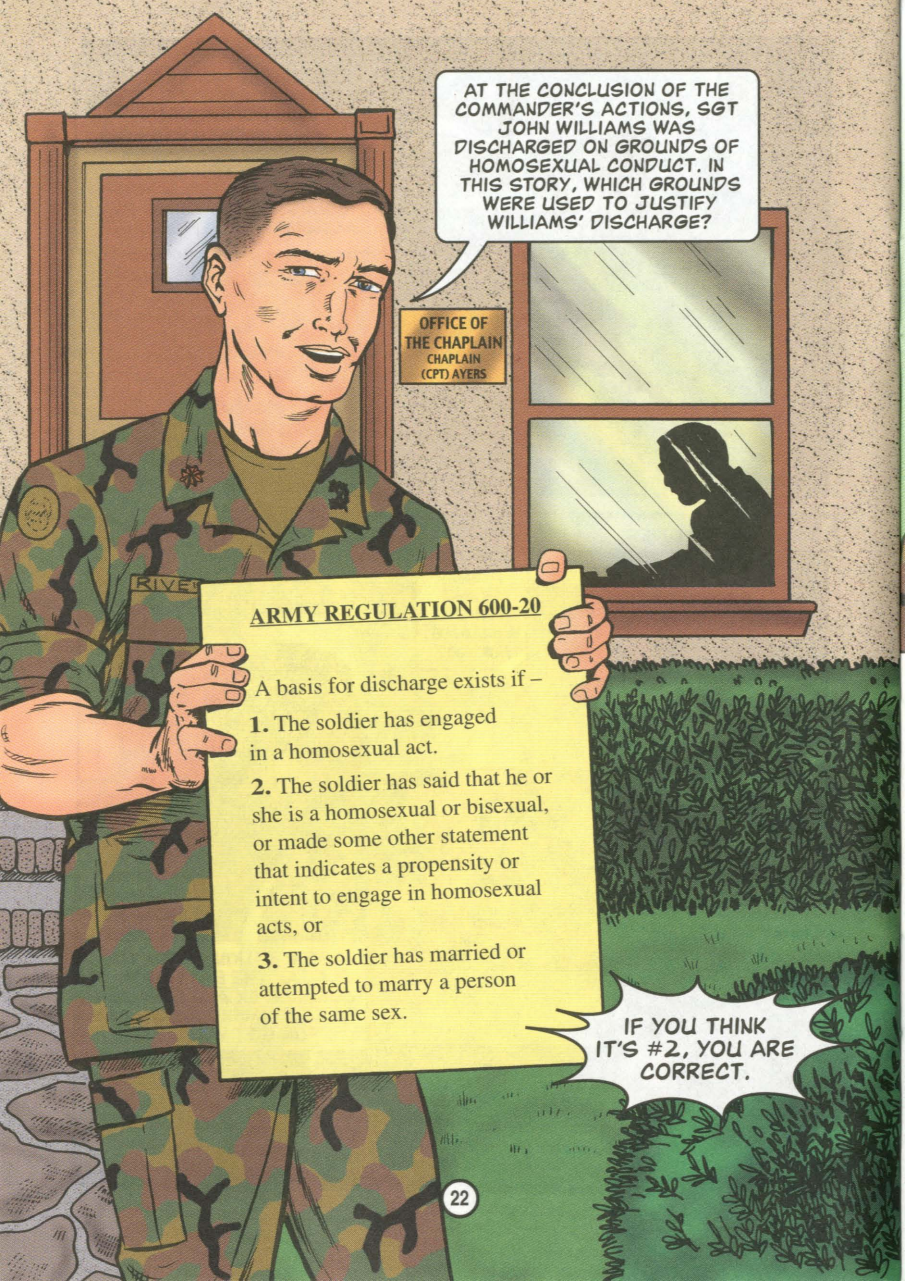


MAJOR STORM, SIR, THIS IS CPT SMITH.
I AM CONSIDERING A POSSIBLE HOMOSEXUAL
CONDUCT SEPARATION AGAINST SGT JOHN
WILLIAMS IN MY COMMAND.



... LATER THAT WEEK ...



A soldier in a green and brown camouflage uniform is holding a large yellow sign. He has a serious expression. In the background, there is a wooden door and a window. A speech bubble from the window contains text. A small sign on the wall identifies the room. A speech bubble at the bottom right contains another line of text.

AT THE CONCLUSION OF THE
COMMANDER'S ACTIONS, SGT
JOHN WILLIAMS WAS
DISCHARGED ON GROUNDS OF
HOMOSEXUAL CONDUCT. IN
THIS STORY, WHICH GROUNDS
WERE USED TO JUSTIFY
WILLIAMS' DISCHARGE?

OFFICE OF
THE CHAPLAIN
CHAPLAIN
(CPT) AYERS

ARMY REGULATION 600-20

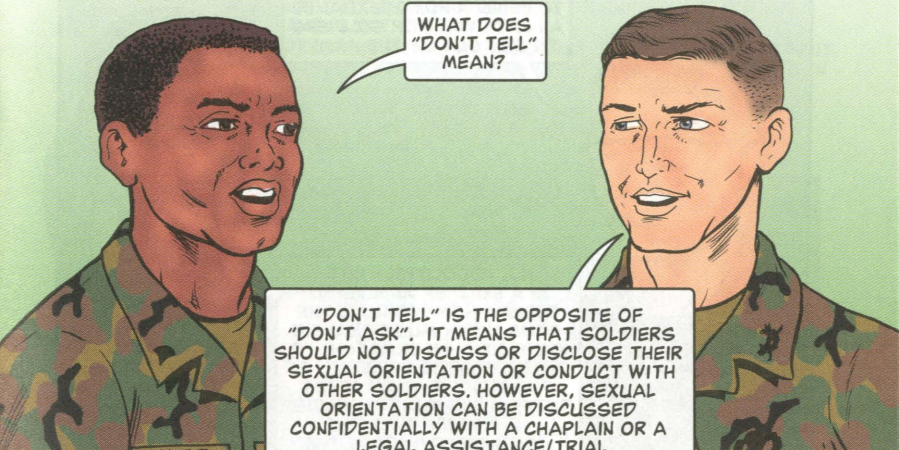
A basis for discharge exists if –

1. The soldier has engaged in a homosexual act.
2. The soldier has said that he or she is a homosexual or bisexual, or made some other statement that indicates a propensity or intent to engage in homosexual acts, or
3. The soldier has married or attempted to marry a person of the same sex.

IF YOU THINK
IT'S #2, YOU ARE
CORRECT.

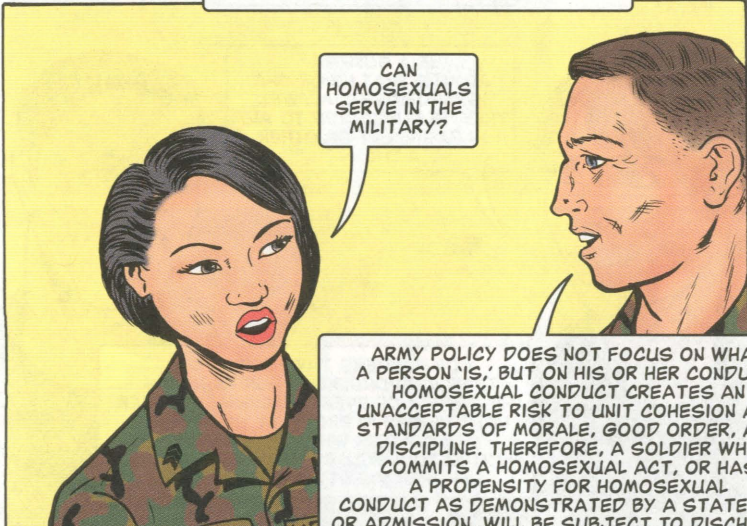
Questions & Answers

The briefing session on Admission brought up these questions:



WHAT DOES
"DON'T TELL"
MEAN?

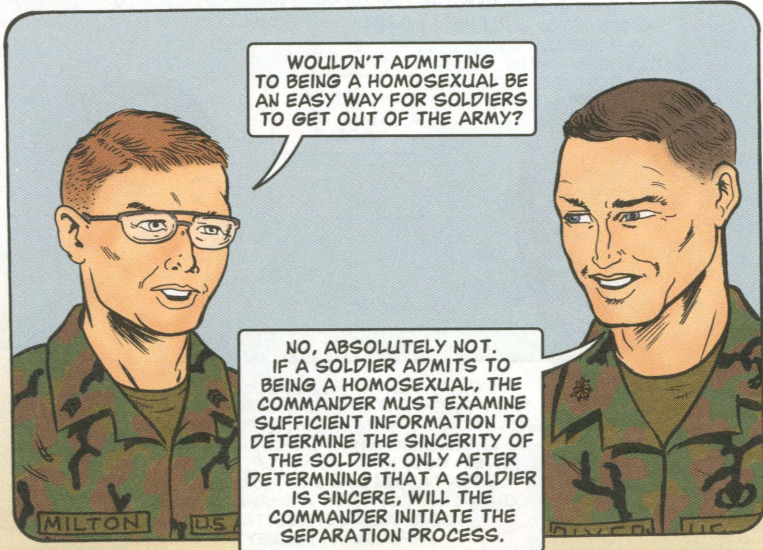
"DON'T TELL" IS THE OPPOSITE OF "DON'T ASK". IT MEANS THAT SOLDIERS SHOULD NOT DISCUSS OR DISCLOSE THEIR SEXUAL ORIENTATION OR CONDUCT WITH OTHER SOLDIERS. HOWEVER, SEXUAL ORIENTATION CAN BE DISCUSSED CONFIDENTIALLY WITH A CHAPLAIN OR A LEGAL ASSISTANCE/TRIAL DEFENSE ATTORNEY.



CAN
HOMOSEXUALS
SERVE IN THE
MILITARY?

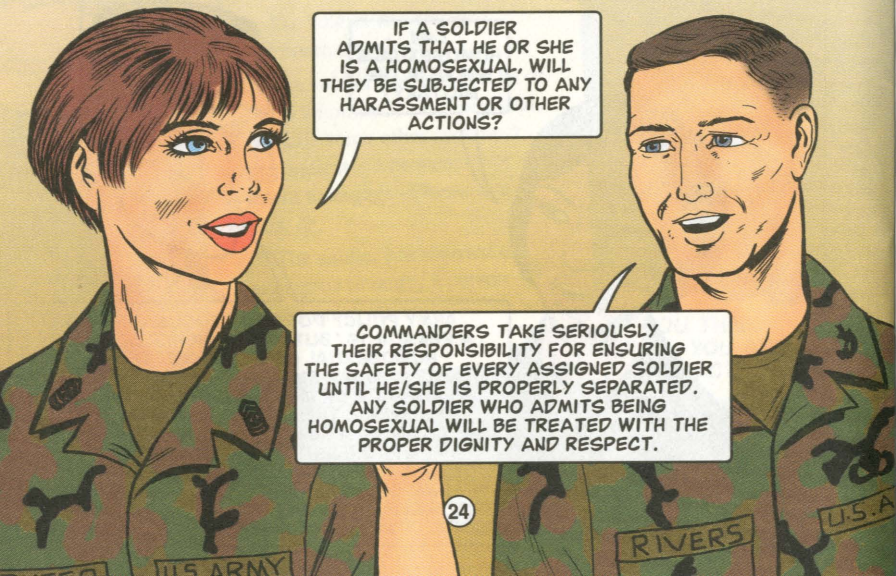
ARMY POLICY DOES NOT FOCUS ON WHAT A PERSON 'IS,' BUT ON HIS OR HER CONDUCT. HOMOSEXUAL CONDUCT CREATES AN UNACCEPTABLE RISK TO UNIT COHESION AND STANDARDS OF MORALE, GOOD ORDER, AND DISCIPLINE. THEREFORE, A SOLDIER WHO COMMITS A HOMOSEXUAL ACT, OR HAS A PROPENSITY FOR HOMOSEXUAL CONDUCT AS DEMONSTRATED BY A STATEMENT OR ADMISSION, WILL BE SUBJECT TO DISCHARGE. 'PROPENSITY,' HOWEVER, MEANS MORE THAN MERE SUSPICION NOT BASED ON CREDIBLE INFORMATION.

Questions & Answers



WOULDN'T ADMITTING
TO BEING A HOMOSEXUAL BE
AN EASY WAY FOR SOLDIERS
TO GET OUT OF THE ARMY?

NO, ABSOLUTELY NOT.
IF A SOLDIER ADMITS TO
BEING A HOMOSEXUAL, THE
COMMANDER MUST EXAMINE
SUFFICIENT INFORMATION TO
DETERMINE THE SINCERITY OF
THE SOLDIER. ONLY AFTER
DETERMINING THAT A SOLDIER
IS SINCERE, WILL THE
COMMANDER INITIATE THE
SEPARATION PROCESS.



IF A SOLDIER
ADMITS THAT HE OR SHE
IS A HOMOSEXUAL, WILL
THEY BE SUBJECTED TO ANY
HARASSMENT OR OTHER
ACTIONS?

COMMANDERS TAKE SERIOUSLY
THEIR RESPONSIBILITY FOR ENSURING
THE SAFETY OF EVERY ASSIGNED SOLDIER
UNTIL HE/SHE IS PROPERLY SEPARATED.
ANY SOLDIER WHO ADMITS BEING
HOMOSEXUAL WILL BE TREATED WITH THE
PROPER DIGNITY AND RESPECT.

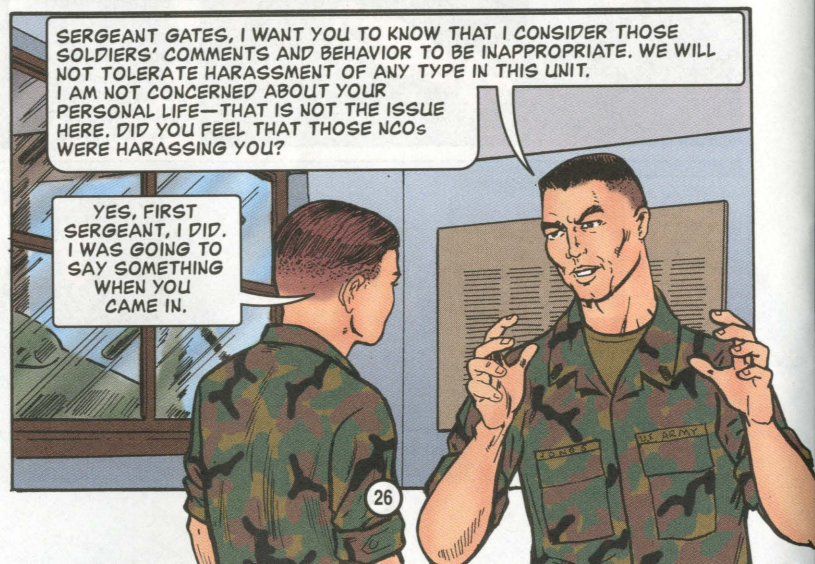
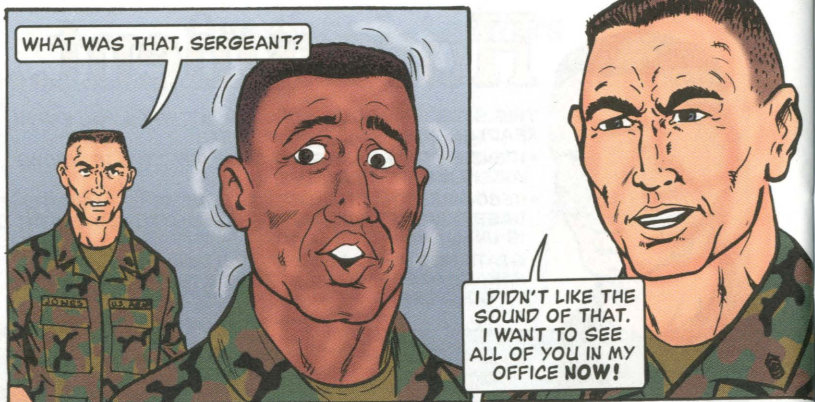
Harassment...



THIS STORY IS ABOUT HARASSMENT. WHEN YOU FINISH READING, YOU SHOULD BE ABLE TO:

- IDENTIFY THAT HARASSMENT OF ANY TYPE IS WRONG AND IS NOT TOLERATED.
- RECOGNIZE THAT HARASSMENT, INCLUDING HARASSMENT BASED UPON PERCEPTION OF HOMOSEXUAL ORIENTATION IS UNALLOWABLE BEHAVIOR.
- STATE HOW ARMY LEADERS CAN DEAL FIRMLY WITH HARASSMENT WHILE RESPECTING THE PRIVACY OF SOLDIERS.





A FEW MINUTES LATER
IN THE ISG'S OFFICE.

YOU'RE HERE FOR ONE REASON ONLY. YOUR COMMENTS TO
SERGEANT GATES WERE BLATANT HARASSMENT AND I WON'T STAND FOR IT.
HARASSMENT OF ANY KIND IS UNACCEPTABLE IN THIS UNIT. WE MUST WORK
AS A TEAM AND RESPECT ONE ANOTHER. WHAT KIND OF EXAMPLE ARE
YOU SETTING FOR YOUR SOLDIERS?

NO BUTS! FORTUNATELY, I HEARD
YOU BEFORE YOU HAD A CHANCE
TO GO TOO FAR. I WILL NOT
TOLERATE HARASSMENT. IF I
HEAR ABOUT IT AGAIN, I'LL
PERSONALLY WALK YOU INTO
THE COMMANDER'S OFFICE AND
RECOMMEND UCMJ ACTION.
DO YOU UNDERSTAND?

YES, FIRST
SERGEANT.

LATER THE ISG INFORMS THE COMPANY
COMMANDER OF HIS ACTIONS...

ISG, THANKS FOR FILLING
ME IN. I AGREE WITH YOUR ACTION.
DON'T WE HAVE A 'CONSIDERATION OF
OTHERS' CLASS THIS FRIDAY?

YES, SIR WE DO.

I HAVE TASKED THOSE
THREE NCOs TO GIVE
ANTI-HARASSMENT
TRAINING DURING
THAT CLASS.

LATER THAT DAY...

MAN, WE REALLY BLEW IT. THE ISG WAS REALLY ANGRY.

YOU'RE NOT KIDDING.

HE WAS RIGHT YOU KNOW, WE SHOULDN'T HAVE SAID THAT TO GATES.

A WEEK LATER, SGT GATES IS WORKING LATE TO FIX A RADIO FOR A CRITICAL AIRCRAFT.

I'M GLAD GATES VOLUNTEERED TO STAY LATE. WE CAN'T TAKE THE DOWNTIME ON THIS ONE.

YEAH, I AGREE, GLAD HE DOESN'T HOLD A GRUDGE AGAINST US.

DID YOU THINK THE FIRST SERGEANT WAS TOO SEVERE WITH THOSE SOLDIERS? DID YOU THINK GATES OVER-REACTED BY AGREEING THAT THEIR BEHAVIOR WAS HARASSING?

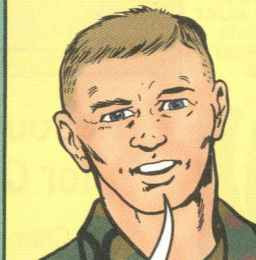
HARASSMENT IS A SERIOUS ISSUE AND LEADERS HAVE TO DEAL WITH IT DECISIVELY AND PROMPTLY. THE FIRST SERGEANT TOOK CARE OF THIS INCIDENT "BY THE BOOK". HE DID THE RIGHT THING FOR THE MORALE AND FOR THE SAFETY AND WELL-BEING OF HIS SOLDIERS.

Questions & Answers



WHAT SHOULD A SOLDIER DO IF HE/SHE FEELS THAT CERTAIN COMMENTS OR ACTIONS TOWARD HIM/HER HAVE BEEN INAPPROPRIATE AND FEELS HARASSED?

ANY SOLDIER WHO FEELS HARASSED FOR ANY REASON SHOULD TELL THE HARASSING INDIVIDUAL(S) TO STOP. THE SOLDIER SHOULD IMMEDIATELY INFORM THE CHAIN OF COMMAND OF THE INAPPROPRIATE COMMENTS OR ACTIONS.



WHAT IF I OBSERVE OR OVERHEAR ANOTHER SOLDIER THREATENING SOMEONE WITH RETALIATION?

AS BEFORE, YOU SHOULD INFORM THE CHAIN OF COMMAND IMMEDIATELY. THE CHAIN OF COMMAND IS RESPONSIBLE FOR ENSURING THE SOLDIER'S SAFETY AND STOPPING ALL HARASSING OR THREATENING ACTIONS AND FOR TAKING THE APPROPRIATE DISCIPLINARY ACTIONS AGAINST ANY SOLDIERS THAT ARE INVOLVED IN HARASSING BEHAVIOR.



IS THE HARASSMENT THAT THE SOLDIER RECEIVED IN THIS STORY GROUNDS FOR INVESTIGATION INTO HIS SEXUAL ORIENTATION?

NO, THE SOLDIER'S SEXUAL ORIENTATION IS NOT THE ISSUE HERE AND SHOULD NOT BE INVESTIGATED. THE CHAIN OF COMMAND ACTED PROPERLY HERE TO STOP THE HARASSING BEHAVIOR AND TO TAKE IMMEDIATE CORRECTIVE ACTION.



ON THIS CHART, I HAVE LISTED SOME OF THE RESOURCES THAT YOU OR YOUR SOLDIERS CAN CONTACT FOR MORE INFORMATION OR TO ANSWER QUESTIONS. ALTHOUGH TREATING SOLDIERS WITH DIGNITY AND RESPECT IS EVERY SOLDIER'S RESPONSIBILITY, THE CHAIN OF COMMAND MUST ESTABLISH AND MAINTAIN AN ENVIRONMENT IN WHICH FAIR TREATMENT IS THE STANDARD.

Resource Listing for Questions

Chain of Command:

Team

Squad

Platoon

Company

Unit Chaplain*

Post or Installation Chaplain*

Legal Assistance Officer*

Trial Defense Attorney*

Mental Health Provider

Medical Care Provider

*These resources may be considered confidential sources for information and discussion.

SPECIAL INFORMATION FOR LEADERS:

Those of you who have the responsibility of caring for soldiers, their welfare and their training, must ensure that you are familiar with these sources and can provide them to your soldiers when needed. Proactive training and the prevention of any potential harassment conditions will help to build the environment of trust and teamwork essential to mission accomplishment.

Notes

Notes

Pritzker Military Library

www.pritzkermilitarylibrary.org

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Pritzker Military Library

610 N. Fairbanks, 2nd Floor

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Every soldier has a right to fair, equitable and respectful treatment. Each of you has the right to expect treatment consistent with the Army's core values, a safe and secure environment and the support of your chain of command. You, as a soldier, must ensure that your actions set the example for this treatment. Leaders at all levels are responsible for ensuring all soldiers in their charge are treated with dignity and respect.

There is no room in the Army for harassment or threats to any soldier in the Army for any reason. You must report to the chain of command immediately any harassment that you may receive or observe.

*Harassment will not be tolerated
and our unit leaders must ensure that their
units encourage all assigned soldiers to
contribute to their units' successes.*

